

B0082 – Retroactive Position Time Setting Changes - Details

*Filter On

Variable Entry

Available Variants:

[Show Variable Personalizat](#)

General Variables		
Variable	Current Selection	Description
* Organizational Unit	+20000000(0ORGU	20000000 State of North Caroli
* Calendar Month(s)/Year(s) (Mand	12/2010	DEC 2010
Position(s) (Optional)		
Employee Group(s) (Optional)		
Employee Sub Group(s) (Optiona		
Payout Period(s) (Optional)		
Min # Days Retro (Optional)		

*(Standard Report)

Org Unit		Position		Infotype		Eff From	Eff To
20000000	DISNEY	61234567	PARADE COORDINATOR	9006	Holiday Payout Perio	01/10/2009	08/31/2009
20000000	DISNEY	61234568	ROLLER COASTER ENGINEER	9006	Holiday Payout Perio	09/01/2009	12/31/9999
20000000	DISNEY	61234569	COSTUME DESIGNER	9017	Gap Hrs Comp Eligibi	03/01/2009	04/30/2009

Derived Change Date	User Name	Pay pd	DaysDiff Between ChangedOn & EffFrom	<30 Days Retro	30 - 59 Days Retro	>59 Days Retro	Position Settings Rate
09/10/2009	MICKEY MOUSE	365	-243	0	0	1	0.00
09/10/2009	GOOFY	#	-9	1	0	0	0.00
09/30/2009	DONALD DUCK	365	-153	0	0	1	0.00

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*Selection Criteria

▼ Columns
▪ Key Figures
▼ Rows
▪ Org Unit
▪ Position
▪ Infotype
▪ Eff From
▪ Eff To
▪ Derived Change Date
▪ User Name
▪ Pay pd
▼ Free characteristics
▪ Cal Mth/Yr
▪ Changed On
▪ EE Exists Flag
▪ Eligibility status
▪ Immediate Payout
▪ Personnel Area
▪ Retro Flag
▪ Sequence Number
▪ Values Changed Flag

- This report lets you view Positions along with various settings and information on the Employee Group/Subgroup based on the criteria chosen to run the report.
- This report pulls from IT0001, IT9018, IT1013, IT1001, IT9017.
- ‘Columns’ shows the field selections that are displayed on the report.
- ‘Free Characteristics’ shows any additional field selections that can be dragged and dropped in and out of the report.

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Limitations of Current Logic

- When a record gets delimited, we lose the Original Changed on Date
- Position Abolishment or End-Dating a record looks like a large retro

Valid From	Valid To	Change date	F	Comments	
07/01/2007	12/31/9999	09/01/2007	Y	60 days Retro	We lost 09/01/2007 date
	01/31/2008	03/01/2008			
02/01/2008	12/31/9999	03/01/2008	N	30 days Retro	
07/01/2007	01/31/2008	03/01/2008	Y	Or can be ??? days Retro	We lost 03/01/2008 date
02/01/2008	12/31/9999	03/01/2008	N	30 days Retro	
	04/31/2008	07/01/2008			
05/01/2008	12/31/9999	07/01/2008	N	60 days Retro	
07/01/2007	01/31/2008	03/01/2008	Y	??? days Retro	As per new record it is 150 days retro which is not true
02/01/2008	04/31/2008	07/01/2008	N	30 days Retro	
05/01/2008	12/31/9999	07/01/2008	N	60 days Retro	
05/01/2008	06/01/2009	10/01/2009	N	Seems 510 days retro	Position Abolished retroactively on 10/01/2009 with abolishment effective 06/01/2009. But the flag did not change
<div>- If the flag did not change but it is retroactive? Should we consider it retroactive ? - If there is no employee on Valid to (06/01/2009 Abolishment effective date) or on Changed On date(10/01/2009) Don't consider it as retroactive -If there is an employee, then number of days retro would be (change date – valid to date) -First record number of days retro?</div>					

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New Logic

New logic is designed to consider position eligibility retro changes that really affects payroll

- Employee Exists Flag
- Values Changed Flag
- Retro Flag
- When feasible, splits the position abolished or end-dated record into two records

Assumptions

We assume that, in most scenarios, the changes made will be in a chronologically ascending order without anyone going back and changing some of the intermediate records on a later date. There is a special logic which identifies if the changes are out of chronologically ascending order, in which case, the special logic just evaluates all the records as is with the change on date available in the record and does not derive any changed on dates from previous records.

Retro Flag values

For Retro records

- X – If the record is retro

For Non Retro Records

- # – If the record is not retro
- C – If the record is ignored because it is a Conversion record
- F – If the record is ignored because of the First record cloud complexity

Employee Exists Flag (X or #)

HRP1001 Position- Employee relationship (A008) is used to identify if the position has an EE in it

- If retro is based on Valid from, Check if EE exists between Valid from & Original Changed on date
- If retro is based on Valid to, Check EE exists between Valid to & Original Changed on date

Values Changed Flag

The records for each position are sorted ascending on fields Position and Valid from

- For first record the Values changed flag is always Set
- For subsequent records it is set when at least one value change occurs from previous record

Conversion Record

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- The first record is considered as conversion record If the valid from is 07/01/2009 and the Username is 'AVEMULA' OR '90000000' OR 'MAHMED' OR '90000001' OR 'MGURUSWAMY' OR '00618267'.
- If it conversion record, it is ignored for retro evaluation, Retro Flag is set to 'C'

First record cloud

- If a record is ignored for retro evaluation because of First record cloud, The retro Flag is set to 'F'

Retro Logic

- If there is only one record
 - a. If Valid to = 12/31/9999, Evaluate Retro based on Valid From
 - i. Retro days = diff (Changed On – Valid from)
 - b. If Valid to != 12/31/9999, (End dated record), Evaluate Retro based on Valid To
 - i. Retro days = diff (Changed on – Valid to)
 - c. Ignore if it is conversion record (Set Retro flag = 'C')
- If more than one record
 - a. For First Record
 - i. Set Retro Flag = 'F' to represent “**First Record cloud**”
 - ii. Evaluate EE Exists Flag
 - iii. Ignore if it is conversion record (Set Retro flag = 'C')
 - b. For Middle records
 - i. Get “**Original Changed on**” date from Previous record
 - ii. Retro days = diff (Original Changed On – Valid from)
 - c. For Last Record
 - i. If Valid to = 12/31/9999, Retro days = diff (Changed On – Valid from)
 - ii. If Valid to!= 12/31/9999, (End dated record)
 - 1. Split the last record into two records with username BIWREMOTE
 - a. A Delimited record valid until the day before Valid-To date

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- b. An end dated record valid only on the Valid to date
- 2. The original record is marked with Sequence number '999' and is excluded from report